Executive Summary

Prepared for Board of Trustees Meeting June 8, 2021

Discussion of 2021-2022 Salary Recommendations and Additional One-Time Employee Retention Payment

Board Goal:

Human Resources...In pursuit of excellence, the district will:

- recruit, select, employ and retain teachers in every classroom because of substantive experience in the discipline they teach, rather than in auxiliary functions
- maintain a diverse workforce with respect to qualifications, expertise, and commitment to excellence

Purpose of Report

This summary will provide the Board of Trustees with information regarding salary increases to DISD staff for the 2021-2022 school year. Backup information prepared by Erin Kolecki (Texas Association of School Board's Compensation and HR Consultant) is attached for your review. The proposed recommendation will include two parts: a general pay increase for all employees and equity adjustments for employees whose current salary is below the market median. The recommended general pay increase will be 2% of midpoint in each pay grade for all employees. Each teacher and librarian will receive a minimum \$1,250 general pay increase. Teachers and Librarians from step 11 through step 23 will receive additional pay due to market adjustments. This positively affects 2,352 of our experienced teachers and librarians.

In addition to the 2% of the midpoint salary increase, the Denton ISD Board of Trustees will act on a one-time retention payment of \$500.00 for full-time employees in TRS eligible positions of Denton ISD. With approval of the Board of Trustees, each qualifying TRS eligible employee will be entitled to this one-time payment.

Objectives

- Increase the starting teaching salary to \$56,400. Provide an average 2% at midpoint general pay increase at minimum for all continuing teachers and librarians.
- Minimum \$1,250 pay increase for all teachers and librarians with additional compensation for teachers and librarians on steps 11-23 of the teacher pay scale.
- Cost Estimates (attached document) addresses all other employee groups.

Operational Impact

The employee groups general pay increase (raises) would be as follows:

• Teachers and Librarians 2.0% of pay range midpoint (\$1,250 minimum pay increase)

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•	Administrative/Professional	2.0% of pay range midpoint
•	Information Technology	2.0% of pay range midpoint
•	Clerical/Paraprofessional	2.0% of pay range midpoint
•	Auxiliary	2.0% of pay range midpoint

Summary of Cost Estimates:

Teachers, and Librarians Administrative/Professional Information Technology Clerical/Paraprofessional Auxiliary	\$3,477,831 \$1,056,558 \$ 111,835 \$ 487,938 \$ 221,289
Subtotal – Implementation General Pay Increase	\$4,883,670
Subtotal - Implementation/Equity Adjustments Total Cost Estimate	\$ 649,941 \$5,533,611

Results

This will allow all compensation changes to be timely implemented for July (12 month), August (11 month), and September (10 month) employee payrolls.

Other Options

N/A